

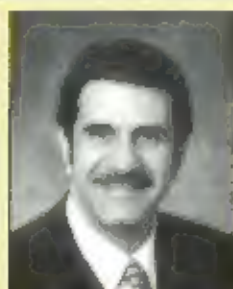
SPOTLIGHT

American Income Life & National Income Life • September 2003 • Volume 36 • Number 9



August 2003 Leadership Development Seminar

What Does Leadership Mean to You?



FROM THE DESK OF:
Roger Smith
 President & Chief
 Marketing Officer of
 American Income Life

When the right leader and the right timing
 come together incredible things happen.
 — John Maxwell

I have met thousands upon thousands of people over the course of my career with American Income, and it is always interesting to see what motivates these individuals. For one person, it is all about providing for their family. For another, it is about offering a benefit to the working families this Company serves. Still, for someone else, it is about having more personal time to do other things besides work.

However, no matter what the motivation, there remains one common denominator — American Income Life and National Income Life.

At AIL and NILICO, motivating and cultivating our Company's leaders are important components to succeeding. We believe we have a tremendous resource in the people who choose to be a part of our organization. We also believe it would be a waste if we did not develop that resource. For this reason, we offer our Leadership Development Seminars now offered three times a year because of its overwhelming success to provide information and tools to Managers who want to build their Agencies, and expand their leadership roles and abilities.

When we take on leadership roles, we are each responsible for what that task brings — doing the research, making the decisions and implementing changes. Leaders are the batteries on which others survive, thrive and succeed. Not only that, but John Maxwell says, "When the right leader and the right timing come together incredible things happen." This is why it is important for leaders to develop the skills they need to be effective in their purpose.

To do this, I think it is important to ask yourself some questions before committing to taking on the duties of being a leader:

1. What does leadership mean to me?
2. How do I want to lead?
3. How do I want to manage?
4. How do I want to be perceived by others?

The word leader is actually a word which was developed in the 14th century and, I believe, it was given to our language to help guide us to higher levels. Leaders are those who refocus our minds and set attitudes.

Actually, leadership is the act of being a leader, or rather the act or instance of leading. Given this, there are two components to leadership: the act and the individual. For a leader to be successful, you cannot have the act without the individual. The reverse holds true as well — you can have the individual, but if they do not take action, then true leadership will not materialize.

Where the individual and the act meet, action occurs. Therefore, for true leadership to materialize, it is important for you to act by creating a culture in your Agencies, being an active participant in your labor communities and getting leadership exposure. Allowing yourself to be exposed to as many things as possible only makes for a more well-rounded salesperson and leader. Wilhelm Von Humboldt has been quoted as saying, "How a person masters his fate is more important than what his fate is. What that means is it is more important to *try* than to leave things to chance. Leading is one of those things you should not leave to chance. Take advantage of any, and all, training. This only helps build confidence and retention. Remember too, it is important to lead by example. This is how I lead you, and this is what you should give back to your Agencies.

We have great leaders in this Company who are leading us in the right direction — just take a look at any *Spotlight* to see who these leaders are. These are the people you need to look at and follow their example. Don't be afraid to utilize their knowledge in this area. They may have mastered some of the very things you struggle with today.

At American Income and National Income, we want our leaders to refocus our minds, set our attitudes and get excited. According to John Maxwell, everything in an Agency rises and falls based on the leadership within that Agency. So whatever the motivation, remember it is leadership that will effectually take this Company to the next level.

Dates to Remember

Wednesday, Oct. 29, 2003

All business and PR credits must be received in Waco to count for October production.

Monday, Nov. 24, 2003

All business and PR credits must be received in Waco to count for November production.

Monday, Dec. 29, 2003

All business and PR credits must be received in Waco to count for December production.

(Note: Date may change due to holiday.)

Total Bonuses Paid Out

This month American Income paid out a total of \$615,459.27 in bonuses. For more information on American Income's monthly bonuses turn to Page 15.

New 2004 Convention Dates

The dates for the 2004 convention at **The Atlantis Resort** in The Bahamas **have been changed from June 3-6, 2004 to July 8-11, 2004.** Please take note of this change and mark your calendars. We are planning a fun and exciting trip. We are looking forward to seeing everyone there.

Congratulations are in Order!

Allan Gilbert, a Supervising Agent with the Scott Smith Agency, has achieved \$100,000 of in force premium over the last 13 months.

Rusty Jewell, a Master General Agent with the Nick Nitkowski Agency, has achieved \$100,000 of in force premium over the last 13 months.

Curt Snow, a General Agent with the Jatoft-Foti Agency, has achieved \$100,000 of in force premium over the last 13 months.

Eric Tuttobene, a General Agent with the Durhon Oldham Agency, has achieved \$100,000 of in force premium over the last 13 months.

Look for the Asterisk

The asterisks, shown throughout the magazine, indicate that place will be a year-to-date award winner. The Producers, who will be recognized at the Atlantis Awards Presentation, are as follows: the top SGA from each category, the top two PR Managers and the top three PR Representatives from each category, the top five MGAs, the top SA, the top five GAs, and the top ten Individual Producers. Check your production! If there is an asterisk by your position, you could be on your way to The Bahamas! **The convention will be held July 8-11, 2004.**

Required Retention Rate

Effective Jan. 1, 2003, to be eligible for bonuses and featured in *Spotlight*, top Producers must meet the required Retention rate, or the minimum Net to Gross. Net to Gross is only used during the Producer's first eight months.

Retention:	67.0%
Net to Gross:	78%

Around and About AIL



Pictured to the left are (left to right) CWA President, Morton Bahr, Norman Hill, President of the A. Philip Randolph Institute, and Jules Pagano, Vice President of AIL, in front of the Verizon Wireless office building in Washington D.C. during CWA/IBEW's negotiations.

Pictured to the right are (left to right) Rod R. Blagojevich, Governor of Illinois, Bernard Rapoport, Founder of AIL, and Roger Smith, AIL President, at a recent lunch and AFL-CIO Advisory Board meeting in Chicago.



AMERICAN INCOME LIFE

For over a half century, American Income Life Insurance Company has been meeting union families' life insurance needs. We are a leader in the union insurance market, and are equally committed to meeting the needs of union members through personal one-on-one service and complete Home Office customer support. You can count on AIL to do what it says it will do.

SPOTLIGHT

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Labor Day – A History Lesson

Every year, on the first Monday in September, many of us plan our Labor Day festivities. School is about to start, if it hasn't already, and summer is coming to a close, making Labor Day somewhat of a last fling before the fall season.

For many of us in the labor movement, Labor Day is much more than just a last summer fling. For us, Labor Day is a time to honor those who make this country what it is, and to honor the hard work which has gotten us to where we are today. According to the Department of Labor, "Labor Day is the creation of the labor movement and is dedicated to the social and economic achievements of American workers." Knowing this though, we may still be a bit hazy as to the history surrounding this important holiday.

Well, get ready, we are about to have a history lesson!

Recent research indicates that the labor movement's first manifestation of this day of recognition occurred in 1882. On Tuesday, Sept. 5, 1882, in New York City, the first Labor Day holiday was celebrated. The Central Labor Union planned to have a picnic and demonstrate at the proposal of then secretary, Matthew Maguire. Maguire is noted as saying, "this will exhibit to the public the strength and esprit de corps of trade and labor organizations in our community." From that point on, this celebration grew.

In 1892, the same union members took an unpaid day off and marched around Union Square in support of a labor day holiday. However, it wasn't until 1894 that President Grover Cleveland signed the legislation making Labor Day an official national holiday. Not to mention, President Cleveland only signed this holiday into effect as an election-year compromise due to the hostile circumstances surrounding the Pullman strike – that's another history lesson altogether.

Today, the labor movement still struggles for workers' rights and fair legislation concerning the workers of this country. Labor Day is a time to recognize this struggle, celebrating it with the reverence it deserves. Samuel Gompers, head of the American Federation of Labor, in 1898 called it, "the day for which the toilers in past centuries looked forward, when their rights and their wrongs would be discussed. . . that the workers of our day may not only lay down their tools of labor for a holiday, but upon which they may touch shoulders in marching phalanx and feel the stronger for it."

Promoted To Supervising Agent

David Ackerman Eric Gigliome New Jersey	Richard Correa Bill Jennings Colorado	Leslie Gross Eric Gigliome Ontario	Ken Mahabir Joshua Chalton Ontario	William Purvis Genesee-Genesee Missouri	Crystal Valentine Steve Hartman Arizona
Gary Anderson Mark Hancock Indiana	Stuart Cymbal Eric Gigliome New Jersey	Leroy Hambrick Tom Williams Florida	Ryan Mahoney Mark Hancock Indiana	Ernest Rangel Eric Neal Texas	Billy Victory Robert Smith Oklahoma
Sarah Barrows Steve Suarez Pennsylvania	Taiwo Daisi Eric Gigliome New Jersey	Hossain Haqq Eric Gigliome New Jersey	Joselin Mane Gigliome-Brester Massachusetts	Ingrid Rood Nick Ninkowski Louisiana	Laura Waldron Robert Hughes North Carolina
Roger Beaulieu Gigliome-Brester Massachusetts	Steve Dedeert Mark Hancock Indiana	Laura Hellerich John Akers Nebraska	James McAlister Tom Williams Florida	Michael Reinhold Bill Jennings Colorado	Donald Walters Robert Smith Oklahoma
Michael Beck Genesee-Genesee Kansas	Mike DeFazio Allyg Olovic California	Adam Hernan Joshua Chalton Ontario	Kenneth Medina Janis-Foti California	Steven Rodriguez Eric Neal Texas	Linda Wilhelm Darben Chilton Pennsylvania
Nacole Bell Eric Gigliome New York	Michael DiBella Eric Gigliome New Jersey	Danielle Holmes Bill Jennings Colorado	Rick Mellott Steve Suarez Ohio	Yaacov Rosenberg Eric Gigliome New York	Joseph Williams David Zaphin Connecticut
Charles Bishop Ah Shabak Virginia	Steven Dichiaro Bill Jennings Colorado	Darren Howard Matt Blumert Maryland	Maxine Moody David Zaphin Connecticut	Elizabeth Schmidt Rock Albig South Dakota	Howard Wilson Steve Friedlander New Zealand
John Bond Mike Jones Ohio	Mark Durkin David Zaphin Connecticut	James Humphries Bob Bales Ohio	John Moran Gleb Charnovsky Mississippi	Terry Sherman Gigliome-Brester Massachusetts	Catherine Wood Vlad Bases Texas
Plineas Bresce Bill Jennings Colorado	David Fagnaga Bill Jennings Colorado	Gabriele Isaac Eric Neal Texas	Marvin Narcisse Nick Ninkowski Louisiana	Navarro Simmons Genesee-Genesee Missouri	Victor Yoder Bill Jennings Colorado
Keith Campbell Tom Williams Hawaii	Heather Fawcett Rock Albig Ontario	Igor Jurgens Rick Albig Ontario	Nam Ngo Janis-Foti California	Michael Smoleic Joshua Chalton Ontario	Joseph Zmitrovich Matt Blumert Maryland
Diane Carrion Eric Gigliome New Jersey	Tamara Foed John Maston Ohio	Rachellemarie Koenig Eric Gigliome New York	Johan Oeyen Fure-Whittinghill California	Rodney Sparks Kevin Pawlowski Texas	
Ryan Cassidy Gigliome-Brester Massachusetts	Roy Glover Shaun Pankh Georgia	Sandra Leah Gigliome-Brester Massachusetts	Terry O Leary Joshua Chalton Ontario	Erik St. Marie Scott Smith Michigan	
Arun Chadha Allan Jennings Alabama	John Golat Scott Smith Illinois	Gerardo Leon Vlad Bases Texas	Nancy Parker Gigliome-Brester Massachusetts	Donald Strynadka Joshua Chalton Ontario	
Ronald Cook Genesee-Genesee Missouri	Dyan Goetzales David Zaphin Connecticut	Patrick Luem Genesee-Genesee Missouri	Shivani Patel Genesee-Genesee Missouri	Christopher Tamantini Chris La Fond Pennsylvania	
Douglas Coone Scott Smith Michigan	Russell Graham Gigliome-Brester Massachusetts	Stephen MacDonald Joshua Chalton Ontario	John Paul Scott Smith Illinois	Elizabeth Treadway Mar Monna West Virginia	

Promoted To General Agent

Anthony Anderson Gleb Charnovsky Mississippi	Brian Fotovich Genesee-Genesee Kansas	Eric Leak Ah Shabak North Carolina	Michael Nowak Darben Chilton New York	Rodolfo Solis Eric Neal Texas
Harold Buck Nick Ninkowski Louisiana	Dmitriy Goucharuk Vlad Bases Texas	Randy Mandell Bill Jennings Colorado	Stefan Reynolds Steve Friedlander New Zealand	David Solomonov Joshua Chalton Ontario
Ronald Caskey Bill Jennings Colorado	Michael Hufford Steve Hartman Arizona	Ryan Mansueto Eric Neal Texas	Claudia Rodriguez Janis-Foti California	Karen Stockwell Steve Hartman Arizona
Victoria DeRosier Williams-Williams Georgia	Alison King Fure-Whittinghill California	Jason Mitchell Scott Smith Illinois	Cristina Siman Gigliome-Brester Rhode Island	Ivory Walker Tynne Coates Maryland

Promoted To Master General Agent

Peter Athas Gleb Charnovsky Mississippi	Paula Cooper Rock Albig Alabama	Ryan Hungate Fure-Whittinghill California	Monique Love Allyg-Maryn Newfoundland	Gaurang Pandya Joshua Chalton Ontario	Christina Tang Eric Gigliome New Jersey
Zulfikar Bhukera Scott Smith Michigan	Nanda Duraisami Rock Albig British Columbia	Tobias Jenkins Chris Wittenbach Arkansas	Brook MacKay Allan Jennings Alabama	Philip Prata Eric Gigliome New York	Sally Tapia-Osmun Steve Hartman Arizona
Chris Brent Rock Albig Ontario	Robert Fisk Genesee-Genesee Kansas	Todd Kubus Allyg Olovic California	Jason McArthur Allan Jennings Alabama	Ramon Quinones James Pagita Puerto Rico	Karl White David Zaphin Connecticut
Christopher Clark Rock Albig Hawaii	Vincent Gore Nick Ninkowski Louisiana	Ray Landry Gleb Charnovsky Mississippi	James Palmes Nick Ninkowski Louisiana	William Schwarz Rock Mansfield Maine	Shannon Wright Gigliome-Brester Massachusetts

INDIVIDUAL PRODUCERS



1. **Mary Ann Gaelic**
Auckland, NZ



2. **Timothy Cruise**
Woodridge, IL



3. **David Wang**
Woodridge, IL



4. **Concelor Davis**
Woodridge, IL



5. **James Dattilo**
Jacksonville, FL



6. **Marlon Underwood**
Woodridge, IL



7. **Matthew Wolfanger**
Rochester, NY



8. **Curt Snow**
Concord, CA



9. **Navarro Simmons**
Kansas City, MO



10. **Anthony Mele**
Rochester, NY

INDIVIDUAL PRODUCERS

All Time Record to Beat

Month: \$51,235 Net ALP **Marlon Underwood**

August Production

Name	Net ALP	NG*	Rtn	MGA	SGA
1. Mary Ann Gaelic	\$28,088		74.2	Lawrence Hauck	Steve Friedlander
2. Timothy Cruise	24,709		76.0	Steven Jakubczak	Scott Smith
3. David Wang	22,389		77.4	David Wang	Scott Smith
4. Concelor Davis	22,312	100		Steven Jakubczak	Scott Smith
5. James Dattilo	19,851		72.3	James Dattilo	Marc Zipper
6. Marlon Underwood	19,050		68.2	Marlon Underwood	Scott Smith
7. Matthew Wolfanger	18,302		86.0	Paul Rumbuc	Durhon Oldham
8. Curt Snow	16,913		70.1	Gloria Sanchez	Jatoft-Foti
9. Navarro Simmons	16,891	80		Brian Quinn	Geneser-Geneser
10. Anthony Mele	16,806	98		Jim Bianchi	Durhon Oldham
11. Michael Nowak	16,758	88		Jim Bianchi	Durhon Oldham
12. Rusty Jewell	16,674	85		Rusty Jewell	Nick Nitkowski
13. Jean-Marc Louis	16,310	96		Theodore Pappas	Eric Giglione
14. Matthew Ho	15,971	93		Roger Fung	Rick Altig
15. Terry Sullivan	15,614	87		Terry Sullivan	Geneser-Geneser
16. Arnold Iacoviello	15,166		80.6	Israel Pena	Tom Williams
17. Nanda Duraisami	15,040		77.9	Bill Hayer	Rick Altig
18. Daniel DeGagne	14,894	96		Chris Brent	Rick Altig
19. Katherine Bachmann	14,854	100		Lee Conti	Eric Giglione
20. Daniel Potilechio	14,631		75.0	David Wang	Scott Smith

* Percentage of Net to Gross

All Time Record to Beat

YTD: \$277,779 Net ALP **Marlon Underwood**

YTD Production

Name	Net ALP	NG*	Rtn	MGA	SGA
* 1. Rusty Jewell	\$203,426	85		Rusty Jewell	Nick Nitkowski
* 2. David Wang	167,513		77.4	David Wang	Scott Smith
* 3. Timothy Cruise	150,810		76.0	Steven Jakubczak	Scott Smith
* 4. Marlon Underwood	133,466		68.2	Marlon Underwood	Scott Smith
* 5. Curt Snow	125,882		70.1	Gloria Sanchez	Jatoft-Foti
* 6. James Dattilo	124,246		72.3	James Dattilo	Marc Zipper
* 7. Matthew Wolfanger	119,339		86.0	Paul Rumbuc	Durhon Oldham
* 8. Mary Ann Gaelic	107,307		74.2	Lawrence Hauck	Steve Friedlander
* 9. Michael Nowak	102,547	88		Jim Bianchi	Durhon Oldham
* 10. Russell Morris	101,128		81.8		Marc Zipper
11. Abdulrazzaq Ahmed	96,884		73.0	Zulfikar Bhukera	Scott Smith
12. Jinzhou Zhao	96,707		86.2	Rob Hay	Rick Altig
13. Robert Ulreich	96,704		85.2	Roger Johnson	Jatoft-Foti
14. Nanda Duraisami	92,373		77.9	Bill Hayer	Rick Altig
15. Jennifer Baron	92,015		75.6	William Cook	Tom Williams
16. Stefan Reynolds	90,846		74.0	Lawrence Hauck	Steve Friedlander
17. Scott Remmey	90,329		83.2	Jeffrey Dinocento	Eric Giglione
18. Gaurang Pandya	90,094		74.9	Margaret Harrison	Joshua Chalom
19. Yvonne Hernandez	88,351		79.8	David Iriye	David Cohen
20. Samuel Christmas	87,011		74.0	Kevin Khadvian	Scott Smith

* Percentage of Net to Gross

MONETARY DONATIONS

Vlad Basov Agency

- Contributed \$200 to the National Association of Letter Carriers Local 4240 for their golf tournament (see the picture below).
- Donated \$100 to the Alta Miller scholarship fund.
- Gave \$50 to UAW 218 for the United Way.
- Donated \$100 to the PPF 389 scholarship fund.

Tyrone Conard Agency

- Gave \$1,500 to the NCABA.

Mike Jones Agency

- Donated \$1,500 to sponsor a United Way and labor golf outing.
- Contributed \$500 for door prizes to the United Way and labor golf outing.

Chris La Fond Agency

- Gave \$500 in door prizes to the Pennsylvania AFL-CIO COPE golf tournament.

Shashi Parekh Agency

- Contributed \$100 to the Savannah Labor Day picnic.
- Gave \$175 to the Labor Management Conference.
- Donated \$250 to the South Carolina AFL-CIO.
- Donated \$250 to the AFL-CIO scholarship fund.

Total \$5,225.00

OTHER DONATIONS

Vlad Basov Agency

- Donated ice-cold refreshments and strike support to TWU Local 556.

Tyrone Conard Agency

- Donated food to the Washington, D.C. Metropolitan Labor Council Community Services food bank.
- Offered rally support to UFCW Local 400.

Mike Jones Agency

- Gave 700 lbs. of food to the Toledo Labor food bank.

Chris La Fond Agency

- Contributed 640 lbs. of food to the Greater Washington County food bank.

- Donated 600 lbs. of food to the UMWA Unemployed Miners fund.
- Sponsored a reception and provided gifts for the Pennsylvania Building Trades Show.

Joseph Manone Agency

- Donated golf tee sets, coolers and beach mats for the IAMAW's 38th golf outing.

Shashi Parekh Agency

- Made a food donation to the Operating Engineers Local 470.

David Zophin Agency

- Donated to the Teamster golf outing.



NALC Local 4240 Golf Outing

The Vlad Basov Agency participated in the National Association of Letter Carriers Local 4240 2003 Golf Tournament supporting the Muscular Dystrophy Association. Ron VanWoesik, Mitch Stallings and Tung A. Truong played for the Basov Agency. They won first place and brought home a trophy.



ARE YOU READY FOR A PU'UWA?

We are off to Maui, Hawaii for our Six-Months Contest where a gleaming destination and a tropical surprise (pu'uwa) awaits. Accommodations for the trip will be at the fabulous *Fairmont Kea Lani Resort* nestled between near-by Polo Beach and the award-winning Wailea Golf Club on the southwest side of the big island of Maui.

Once you set foot in this tropical paradise you will definitely feel as though it were actually heaven on earth. This all-suite luxury resort is adorned with tropical greenery, flowers and 22,000 square feet of water features - and the outside isn't half bad either.

The resort is surrounded by a virtual playground where activities such as snorkeling, kayaking, sailing, windsurfing and sun-bathing occur year-round.

Whatever your interest, you will be pleased you didn't miss this tropical heaven! A pu'uwa awaits you!



THE FAIRMONT KEA LANI/HAWAII STANDINGS

Listed below are the standings for the Six-Months Contest through August 2003.

PR Reps. in Category A: 1. Leo VanDenBussche - 10,380 cards. 2. Joseph Galusha - 8,787 cards.

PR Reps. in Category B: 1. Laurie Onasch - 5,787 cards. 2. Malka Arony - 4,869 cards.

PR Reps. in Category C: 1. Jenny Williams - 22 groups. 2. Richard Case - 20 groups.

Individual Producers:

1. Timothy Cruise	\$44,244 in Net ALP	11. Navarro Simmons	\$30,257 in Net ALP
2. David Wang	\$42,356 in Net ALP	12. Karen McQuoid	\$30,066 in Net ALP
3. Mary Ann Gaelic	\$40,269 in Net ALP	13. Gerardo Leon	\$29,968 in Net ALP
4. Rusty Jewell	\$38,137 in Net ALP	14. Robert Ulrich	\$29,699 in Net ALP
5. James Dattilo	\$37,722 in Net ALP	15. Dimitri Gallit	\$28,611 in Net ALP
6. Marlon Underwood	\$35,204 in Net ALP	16. Gaurang Pandya	\$28,499 in Net ALP
7. Curt Snow	\$34,785 in Net ALP	17. Nanda Duraisami	\$28,028 in Net ALP
8. Matthew Wolfanger	\$34,414 in Net ALP	18. Michael Nowak	\$27,883 in Net ALP
9. Terry Sullivan	\$32,428 in Net ALP	19. Scott Remyey	\$27,624 in Net ALP
10. Jean Marc Louis	\$31,491 in Net ALP	20. Anthony Mele	\$27,198 in Net ALP

SAs: 1. Mary Ann Gaelic - \$109,787 in Net ALP. 2. Michael Hardy - \$55,278 in Net ALP

General Agents:

1. Robert Morrison	\$113,787 in Net ALP	4. Stefan Reynolds	\$79,683 in Net ALP
2. Elaina Bosco	\$91,192 in Net ALP	5. Dorian Oldham	\$79,094 in Net ALP
3. Chris Hernandez	\$85,258 in Net ALP	6. Robert Dunn	\$78,631 in Net ALP

Master General Agents:

1. Erik Graham	\$250,551 in Net ALP	4. Jim Bianchi	\$218,748 in Net ALP
2. Lawrence Hauck	\$237,284 in Net ALP	5. Steve Foti	\$198,027 in Net ALP
3. Steven Greer	\$221,020 in Net ALP	6. Brian Quinn	\$188,794 in Net ALP

RGAs: 1. Roger Fung - \$584,380 in Net ALP. 2. Rob Hay - \$551,694 in Net ALP.

SGA Category I: 1. Durbon Oldham - 53% increase. 2. Rick Aftig - 20% increase.

SGA Category II: 1. Eric Giglione and David Brister - 38% increase.

SGA Category III: 1. David Zophin - 200% increase. 2. Joseph Manone - 31% increase.

SGA Category IV: 1. Eric Neal - 321% increase. 2. Jim Surace - 138% increase.

For more information on the Fairmont Kea Lani Resort, visit www.fairmont.com and browse the Hotels and Resorts menu for Wailea, Hawaii. For more information on the Six-Months contest go to www.aillife.com or refer to the July issue of *Spotlight*.

SUPERVISING AGENTS



1. Mary Ann Gaelic

Auckland, NZ

Record Breaker!
MTD Net ALP



2. Michael Hardy

Irving, TX



1. Dustin Venekamp

Crystal, MN

All Time Record to Beat
Month: \$43,409 1st Yr. Gino Tanzil

All Time Record to Beat
Month: \$50,606 Net ALP Chad Roehrs

August Production

Name	1st Year Agent	Net ALP	NG	Rtn	# 1st Yr Agents	MGA	SGA
1. Mary Ann Gaelic	\$39,962	\$68,050	96		5	Lawrence Hauck	Steve Friedlander
2. Michael Hardy	26,331	33,976	97		5	Nickolay Gusev	Vlad Basov
3. Dustin Venekamp	20,116	21,850	90		4	Gregory Krier	Rick Altig
4. Ronald Browning	19,675	25,911	91		3	William Cook	Tom Williams
5. Alfred DelGado	17,669	20,435	97		5	Erik Graham	David Cohen

All Time Record to Beat
YTD: \$142,726 1st Yr. Vladimir Opra

All Time Record to Beat
YTD: \$237,992 Net ALP Vladimir Opra

YTD Production

Name	1st Year Agent	Net ALP	NG	Rtn	# 1st Yr Agents	MGA	SGA
* 1. Mary Ann Gaelic	\$134,784	\$244,827	96		5	Lawrence Hauck	Steve Friedlander
2. Sara Kambouris	50,396	52,852		70.0	1	Paul Hall	Rick Altig
3. Dustin Venekamp	49,181	79,380	90		4	Gregory Krier	Rick Altig
4. Todd Kubes	47,221	97,867	77		1	Sara Beckley	Rick Altig
5. Allan Gilbert	46,265	133,247	81		8	Denise Gilbert	Scott Smith

Supervising Agent selection guidelines for recognition in the Spotlight are as follows: Must have one First Year Agent coded and meet all production requirements.

GENERAL AGENTS



1. Robert Morrison

Kanata, ON



2. Stefan Reynolds

Auckland, NZ



3. Elaina Bosco

Fr. Lauderdale, FL



4. Dorian Oldham

Rochester, NY



5. Chris Hernandez

Woodridge, IL

All Time Record to Beat
Month: \$102,403 1st Yr. Eric Neal

All Time Record to Beat
Month: \$111,262 Net ALP Eric Neal

August Production

Name	1st Yr. Agent	Net ALP	NG	Rtn	#1st Yr. Agents	MGA	SGA
1. Robert Morrison	\$46,259	\$46,259	87		12	Timothy Simpson	Rick Altig
2. Stefan Reynolds	45,708	54,586	98		7	Lawrence Hauck	Steve Friedlander
3. Elaina Bosco	41,015	48,678		74.9	8	William Cook	Tom Williams
4. Dorian Oldham	36,740	46,569		71.4	4	Steven Greer	Durhon Oldham
5. Chris Hernandez	34,620	41,247		68.5	5	James Beck	Scott Smith
6. Kobie Samuels	28,956	40,474	90		2	Steven Jakubczak	Scott Smith
7. Barry Garelick	28,648	30,841	89		6	John Baldo	Eric Giglione
8. Robert Dunn	27,197	37,782	91		8	Keith Zabrocki	Marc Morton
9. Kevin Leonard	26,019	49,395	85		4	Marlon Underwood	Scott Smith
10. Brandon Ito	25,629	27,931	87		5	David Iriye	David Cohen

All Time Record to Beat
YTD: \$489,120 1st Yr. Eric Neal

All Time Record to Beat
YTD: \$864,620 Net ALP

YTD Production

Name	1st Yr. Agent	Net ALP	NG	Rtn	#1st Yr. Agents	MGA	SGA
* 1. Robert Morrison	\$228,757	\$228,757	87		12	Timothy Simpson	Rick Altig
* 2. Shannon Richardson	188,048	236,568		77.1	5	Joshua Robinson	Geneser-Bitman
* 3. Lori Boynton	186,341	186,341		68.3	5	Sara Beckley	Rick Altig
* 4. Mark Reddington	180,738	224,513		71.0	4	Paul Rumbuc	Durhon Oldham
* 5. Elaina Bosco	180,175	248,086		74.9	8	William Cook	Tom Williams
6. Chris Hernandez	174,025	218,817		68.5	5	James Beck	Scott Smith
7. Kevin Leonard	171,787	263,045	85		4	Marlon Underwood	Scott Smith
8. Benjamin Gibbs	171,490	221,079	79		2	Roland Fletcher	Geneser-Bitman
9. Jay Mullins	160,585	183,706		74.9	2	Kevin Surles	David Zophin
10. Eric Turtobene	160,097	228,154		74.9	4	Paul Rumbuc	Durhon Oldham

General Agent selection guidelines for recognition in the Spotlight are as follows: Must have two First Year Agents coded and meet all production requirements.



"This was my first attendance at American Income's Leadership Development School and I was blown away at the tremendous resource offered to our Company's leaders. What an incredible opportunity to fine-tune your leadership skills! This was such an engaging learning experience that I can't see how anyone can walk away not being pumped-up to succeed!"

— Brenda Frizzell, AII's Creative Director of Marketing

Discover Your Leadership Potential

American Income's Leadership Development Seminar is a dynamic, interactive learning experience that no leader should miss.

The Leadership Development Seminar provides information and tools to Managers who want to build their business, and expand their leadership role and abilities. Many of our top SGAs, Managers, Producers and Home Office staff, who have a proven history of success, engage school participants in areas of leadership to provide insight and guidance.

Such topics as Recruiting for Success, Fundamentals of Field Training, Building Your Business, Making the Most of Your Leadership Potential, The Importance of Writing and Maintaining Quality Business, Coaching Your Team to Success, Knowing Your Market, The Importance of Understanding Lead Sources and Maximizing Your Agents' Potential are just a few of the areas covered in the seminars.

LDS also gives Managers a chance to get refocused on growing their Agencies. It allows them to solidify their strengths as leaders and, more importantly, gives them the tools they need to make the most of their potential.

We encourage those who want to take their business to the next level to inform their SGA of their interest in attending a future seminar. Discover your leadership potential and watch your business soar!

The next seminar will be held Jan. 15-17, 2004.

AUGUST 2003 LEADERSHIP DEVELOPMENT SEMINAR



1. Lawrence Hauck

Auckland, NZ



2. Jim Bianchi

Rochester, NY



3. Brian Quinn

Kansas City, MO



4. Paul Rumbuc

Rochester, NY



5. Erik Graham

Los Angeles, CA

All Time Record to Beat

Month: \$190,653 1st Yr. Slav Bitman

All Time Record to Beat

Month: \$236,811 Net ALP Ed Orell

August Production

Name	1st Yr. Agent	Net ALP	NG	Rtn	#1st Yr. Agents	SGA
1. Lawrence Hauck	\$128,850	\$142,514		71.2	17	Steve Friedlander
2. Jim Bianchi	107,227	113,733		72.1	13	Durhon Oldham
3. Brian Quinn	89,388	95,702	86		13	Geneser-Geneser
4. Paul Rumbuc	79,836	170,558		74.2	16	Durhon Oldham
5. Erik Graham	68,794	131,687		79.4	21	David Cohen
6. David Iriye	68,582	84,584		69.9	21	David Cohen
7. William Cook	62,988	86,793		69.8	5	Tom Williams
8. Steven Greer	62,415	106,654		76.3	8	Durhon Oldham
9. Roger Fung	60,384	89,977		67.1	8	Rick Altig
10. Nikolay Gusev	57,865	66,146		71.2	14	Vlad Basov

All Time Record to Beat

YTD: \$1,705,178 1st Yr. Slav Bitman

All Time Record to Beat

YTD: \$2,127,959 Net ALP Paul Rumbuc

YTD Production

Name	1st Yr. Agent	Net ALP	NG	Rtn	#1st Yr. Agents	SGA
* 1. Paul Rumbuc	\$828,695	\$1,396,617		74.2	16	Durhon Oldham
* 2. Steven Greer	646,778	775,242		76.3	8	Durhon Oldham
* 3. Lawrence Hauck	624,764	718,393		71.2	17	Steve Friedlander
* 4. David Iriye	536,609	615,218		69.9	21	David Cohen
* 5. Jim Bianchi	482,819	559,216		78.3	13	Durhon Oldham
6. John Baldo	460,956	547,524		73.0	11	Giglione-Brister
7. Steve Foti	402,967	711,544		67.7	12	Jatoft-Foti
8. Kevin Khadivian	342,021	550,881		67.8	16	Scott Smith
9. Bill Hayer	341,315	369,938		71.4	10	Rick Altig
10. Erik Graham	336,948	725,430		79.4	21	David Cohen

Master General Agent selection guidelines for recognition in the Spotlight are as follows: Must have four First Year Agents coded and meet all production requirements.

\$Show Me the Money\$

Retention Bonus*

Qualifier	SGA	Bonus Amount
Mary Ann Gaelic	Steve Friedlander	\$4,775.11
David Wang	Scott Smith	\$4,253.99
Timothy Cruise	Scott Smith	\$4,200.56
Matthew Wolfanger	Durhon Oldham	\$3,660.47
James Dattilo	Marc Zipper	\$3,374.83
Marlon Underwood	Scott Smith	\$3,048.13
Arnold Iacoviello	Tom Williams	\$2,881.70
Nanda Duraisami	Rick Altig	\$2,867.73
Robert Ulreich	Jatoft-Foti	\$2,820.11
Curt Snow	Jatoft-Foti	\$2,706.20

Total Retention Bonus Paid Out: \$441,763.20 411 Producers Qualified

Leadership Bonus*

Qualifier	SGA	Bonus Amount
Jim Bianchi	Durhon Oldham	\$10,495.80
Lawrence Hauck	Steve Friedlander	\$10,137.46
Steven Greer	Durhon Oldham	\$8,299.93
Brian Quinn	Geneser-Geneser	\$7,124.37
Steve Jakubczak	Scott Smith	\$5,863.87
David Iriye	David Cohen	\$5,531.18
Roger Fung	Rick Altig	\$5,331.53
Bill Cook	Tom Williams	\$4,715.72
Paul Rumbuc	Durhon Oldham	\$4,168.12
Melanie Cohen	Giglione-Brister	\$4,092.69

Total Leadership Bonus Paid Out: \$144,335.20 77 Managers Qualified

PR Bonus*

Qualifier	SGA	Bonus Amount
Rona Pileggi Spano	Scott Smith	\$2,840.58
Joseph Galusha	Durhon Oldham	\$2,495.32
Leo VanDenBussche	Rick Altig	\$2,148.12
Laurie Onasch	Joseph Manone	\$1,978.13
Robin Andrade	Giglione-Brister	\$1,542.60
Brenda DiSomma	Eric Giglione	\$1,377.97
Susan Fuldauer	Mark Hancock	\$1,255.00
Parminder Sihota	Rick Altig	\$1,195.68
David Blaisdell	Rick Altig	\$961.45
George Farenthold	Durhon Oldham	\$956.44

Total PR Bonus Paid Out: \$29,717.16 39 PR Reps Qualified

* Only the top ten qualifiers in each bonus category are shown. A full list of bonus qualifiers is provided on the inserts accompanying this magazine.

Company Leaders Producers One on One

Many people and experts can offer advice on leadership, but no advice is as valuable as that which comes from your peers. Your peers are an excellent source of information. They have been there, done that, so to speak, and will often times let you know what works and what doesn't. Let's take a look at what these two outstanding MGAs had to say about leadership and being leaders in their Agencies.



Marc Rosen

Master General Agent

Eric Giglione Agency
February 2003 LDS Attendee

"At 18, I realized school wasn't for me. Therefore, I did what all my friends were doing. I became a stock broker. I was on top of the world. However, I was working long hours and working weekends every other weekend.

Looking for a change, I found myself pursuing a career in the restaurant business – big mistake. In making this life-changing mistake, I realized I had not only given up something I was really good at, but I also lost everything I had gained.

Not wanting to go back to long brokerage hours and just coming out of a low point in my life, I found AIL.

I started out as an Individual Producer, but I wanted more – I wanted an opportunity to rebound and shine. However, I found the step-up from Producer to Manager a hard transition to make. I knew it would take a lot of time, dedication, reading and guidance to blaze this Management path.

The guidance came in the form of my SGA, the dedication came from me and the opportunity materialized at the Leadership Development Seminar.

LDS not only gave me the confidence to be a successful Manager, but it gave me the know how. I learned about recruiting, developing Managers, keeping my Producers motivated and how to bridge these components to ensure my success.

American Income has always provided the tools every Producer needs to be successful in this Company, starting with teaching us the importance of recruiting and showing us how to think outside the box. Eric Giglione, my SGA and mentor, has also shown me what it takes to raise the bar. All these things are essential to becoming a leader, and helpful when you are in a position to help others succeed as well."

Rusty Jewell

Master General Agent

Nick Nitkowski Agency
August 2003 LDS Attendee



"I have dabbled in insurance for about 12 years now. My background is actually the cemetery/funeral home business. I was looking to get back into regular insurance and I came to know about American Income by way of an insurance class when I first moved to Louisiana. After that, I met with Nick. There was an instant vibe. He explained there were no limits as to how big I could grow my business. That is what I was looking for, and that is what I needed.

I believe desire, leadership and setting personal goals have allowed me to get where I am with American Income. However, attending the Leadership Development Seminar really helped to hone my skills as a Manager.

LDS offers a wealth of information which allows for a better understanding of the task at hand – becoming a leader and developing leaders. The school provides you with an understanding of the systems that will ultimately make the difference when it comes to succeeding in this area.

In this industry, it is important to relate with the families to whom you are selling, always looking at each situation from both sides and preparing families for the worst case scenario. I am a family oriented individual who is excited about what I am doing each and every day, and I always try to exude these qualities at all times.

LDS not only talks about this very attitude but they give you the tools to help you develop the right attitude as well as provide you with the knowledge to create the right culture within your Agencies.

"The Leadership Development Seminar allowed me to re-affirm my opportunity with American Income, and has motivated me to be the best at what I am doing."

Common Issues Regarding Reopens and Reinstatements

A *reopen* means there was never a premium applied to an application. This usually happens because the application was withdrawn (WTH), incompleting (INC) or not taken (NTO) before the policy was issued. Another possibility is the policy was issued then cancelled and all premiums refunded or the new business check was returned unpaid. Check CAS and, if the issue-date and the paid-to-date are the same, it is a reopen.

Reopens are handled by Policy Issue (PI), and checks or money orders for reopens must be sent directly to this department. Reopens are given the same priority as new business applications since advance and production rules apply to both.

Advances are charged back on these cases, but, when reopened, they are eligible for another advance.

It is important to remember a reopen is not a reinstatement and should not be included on a reinstatement transmittal. If you include a reopen on a reinstatement transmittal, it will be routed to Policy Owner Services (POS) which will cause a delay in getting the request to the proper department – Policy Issue.

A *Reinstatement* means premiums were paid, but, for some reason, the payments were stopped and the policy lapsed. When looking on CAS, the paid-to-date and the issue-date will be different. Reinstatements must be on a reinstatement transmittal and must be sent to POS.

Advances are not paid on reinstatements.

If you have a problem remembering which department handles a *reopen* or a *reinstatement*, check CAS. If the issue-date is the same as the paid-to-date, the request should go to PI. If the issue-date and the paid-to-date are different, the request should go to POS.

Remember, if a request is sent to the wrong department, there will be delays.

Are you confused as to what department to send a request to reinstate, reopen or recode?

Improper routing costs all of us time. Delays can happen when the wrong department receives a request and has to decide where to send it next.

The most common form of improper routing occurs when correspondence is not labeled and received in a large FedEx package.

To insure proper routing, please clearly mark where each item is to be sent.

Here is a quick guide of which departments to route requests:

- Reinstatements go to POS.
- Reopens, COD's, and Amendments go to PI. Please remember to use the red PI envelope for these items.
- New business applications also go to Policy Issue.
- Recodes of pending policies go to PI. All other recodes should be routed to POS.

Please help us speed up the request process by sending them to the correct department.



Larry Geneser & Brandon Geneser

Category I	AUGUST PRODUCTION						YEAR TO DATE PRODUCTION			
	SGA	1st Yr Agent	Standard	% Of Stdrd	Net ALP	NG	Rtn	1st Yr Agent	Standard	% Of Stdrd
Geneser-Geneser	\$250,475	\$123,600	203	\$296,707	79		\$1,976,726	\$988,800	200	\$2,485,459
Durham Oldham	308,651	164,400	188	482,595		74.9	1,979,874	832,800	238	2,805,925
Rick Altig	1,061,097	596,400	178	1,561,650		68.6	7,203,055	4,771,200	151	11,497,736
Vlad Basov	156,364	123,600	127	202,655		67.9	1,041,130	988,800	105	1,458,755
David Cohen	233,667	192,000	122	367,970		72.0	1,512,542	1,536,000		2,479,629
Scott Smith	307,200	276,000	111	553,178		68.0	2,452,790	2,208,000	111	4,669,781



Eric Giglione & David Brister

Category II	AUGUST PRODUCTION						YEAR TO DATE PRODUCTION			
	SGA	1st Yr Agent	Standard	% Of Stdrd	Net ALP	NG	Rtn	1st Yr Agent	Standard	% Of Stdrd
Giglione-Brister	\$186,775	\$86,000	194	\$215,938		74.1	\$1,363,020	\$768,000	177	\$1,493,587
Tom Williams	117,013	84,000	139	93,173		68.9	682,968	672,000	102	1,446,769



David Zophin

Category III	AUGUST PRODUCTION						YEAR TO DATE PRODUCTION			
	SGA	1st Yr Agent	Standard	% Of Stdrd	Net ALP	NG	Rtn	1st Yr Agent	Standard	% Of Stdrd
David Zophin	\$104,915	\$68,400	153	\$120,013		80.1	\$512,799	\$547,200		\$739,703
Joseph Manone	77,913	68,400	114	177,529		73.1	521,029	547,200		1,232,962
Marc Morton	72,331	68,400	106	121,311		70.4	708,066	547,200	129	1,101,650



Steve Friedlander

Category IV	AUGUST PRODUCTION						YEAR TO DATE PRODUCTION			
	SGA	1st Yr Agent	Standard	% Of Stdrd	Net ALP	NG	Rtn	1st Yr Agent	Standard	% Of Stdrd
Steve Friedlander	\$168,077	\$56,400	298	\$210,013		71.7	\$950,522	\$451,200	211	\$1,238,981
Bill Jennings	97,350	56,400	173	118,826		69.0	746,212	451,200	165	1,011,358
Eric Neal	77,918	56,400	138	96,019		67.2	403,371	451,200		535,000
Gleb Ostrovsky	75,201	56,400	133	97,687	98		125,468	112,800	111	161,154



Chris Wittenbach

Category VI	AUGUST PRODUCTION						YEAR TO DATE PRODUCTION			
	SGA	1st Yr Agent	Standard	% Of Stdrd	Net ALP	NG	Rtn	1st Yr Agent	Standard	% Of Stdrd
Chris Wittenbach	\$34,350	\$12,000	286	\$33,932	97		\$34,350	\$12,000	286	\$33,932

Welcome to the Board



INTRODUCING
Hugh Walsh
 Assistant Vice President
 of AIL & Assistant
 Executive Director LAB

Hugh Walsh began his career with the Ohio Bell Telephone Company in 1965. He became a steward that same year, and later served as chief steward, vice president and three terms as president of Communications Workers Local 430.

In 1983, Hugh was appointed the administrator of labor relations for Ohio by Governor Celeste and given the responsibility to oversee the development of the Ohio State Collective Bargaining Bill for Public Workers. The bill was passed and became law on April 1, 1984 bringing collective bargaining and organizing rights to Ohio public employees.

Hugh was appointed as full-time staff with CWA on Feb. 1, 1984 and worked in this capacity in both Ohio and Wisconsin. He became the administrative assistant to the vice president of CWA District 4 in 1990, responsible for Indiana, Illinois and Wisconsin, representing more than 700 contracts and 24,000 union members.

In 1994, Hugh was assigned to Washington, D.C. by CWA President, Morton Bahr, to serve as his administrative assistant. During this time, Hugh wrote CWA's first training manual for teaching union chief negotiators how to bargain first contracts.

On July 1, 1999, he was promoted to assistant to the president and assumed responsibility for Human Resources, AFL-CIO coordination, convention coordinator, CWA's charities, *Union Privilege* and, also, became executive director of the CWA Joe Beirne Scholarship Fund. On April 1, 2000, he took on the position of political director.

On Jan. 2, 2003, Hugh retired from CWA, after 38 years of service, and on Jan. 6, he accepted a position with American Income Life as assistant vice president, assistant executive director of AIL's Labor Advisory Board.

LABOR ADVISORY BOARD MEMBERS

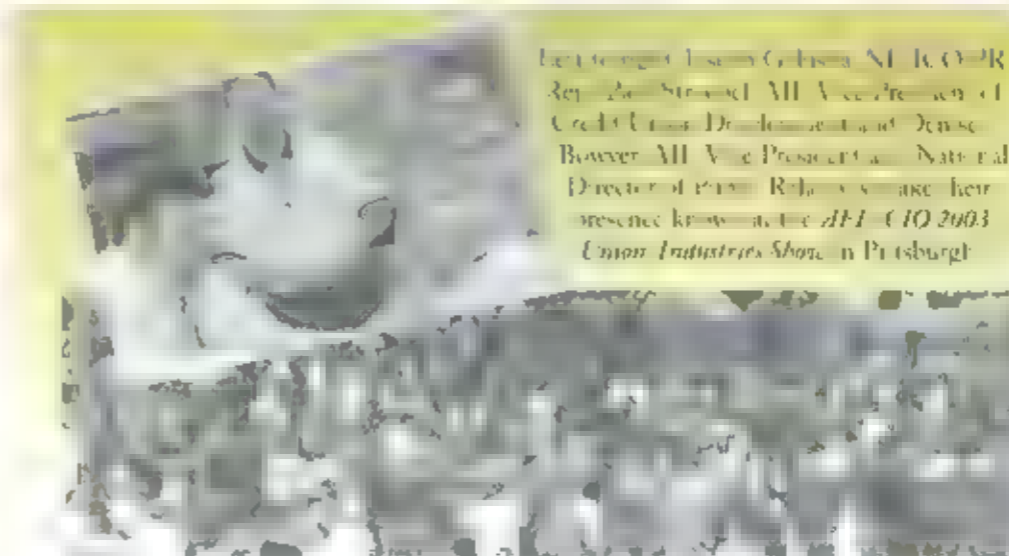
Paul Almeida, President Dept for Prof Employees	Larry Grogan, President Int'l CWUC/UFCW	Leon Lynch, Vice President USA	Edward C. Sullivan, President BCT Department
Stuart Appelbaum, President IWD Union/UFCW	James Grogan, Jr., Gen. Pres. Int'l Assoc. of HFLAW	Martin Maddaloni, Gen. Pres. CAJAPPI	Michael Sullivan, Gen. Pres. SMWA
Morton Bahr, President CWA	Don Hahn, Int'l President BLE	Hon. Ray Marshall Former US Secretary of Labor	John Sweeney, President AFL-CIO
Dave Barrett, Former Premier Province of British Columbia	Sunny Hall, President TWUA	Terry O'Sullivan, President LIUNA	George Tedeschi, President GCJU
Theodore Bikel, President AAAA	James Hoffa, General President Int'l Brotherhood of Teamsters	Oscar Owens, Sec-Treasurer Amalgamated Transit Union	Richard Trunka, Sec-Treas. AFL-CIO
William Burreus, President APW Union	Joseph Hunt, General President Int'l Assoc. of BSORIW	Jules Pagano, Exec. Director All Labor Advisory Board	Tim Tuttle, President ARGWU
Sam Cabral, President Int'l Union of Police Assoc.	Frank Hurt, Int'l President BCTWGMU	W. Dan Pickett, President BRS	Gene Upshaw, President FPA
Doug Dority, President JFCW	Gloria Johnson, President CLUW	Clyde Rivers, Assoc. President CSEA	Hugh Walsh, Asst. Exec. Dir. All Labor Advisory Board
John Dougherty, President JPCM Int'l Association	Charles Jones, Int'l President Int'l Brotherhood of BSRBFH	Cecil Roberts, President UMWA	Don Wharton, Gen. Sec.-Treas. IAMAW
Gerard Feder, LAB Secretary Feder and Associates	Gregory Junemann, Int'l Pres. Int'l Federation of PTE	Milton Rosado, President LCLAA	Donald Wightman, President UWUA
Edward Fire, President Int'l Union of EESMPW/CWA	George Kourpias, President ARA AFL-CIO	Michael Sacco, President SIU	James Williams, Gen. President IUPAT
M.A. Mac Fleming, President Brotherhood of MWE	Thomas F. Lee, President AFM of the U.S. and Canada	Robert Scardelletti, Int'l Pres. TCIU	Boyd Young, President PACE Int'l Union
Patricia Friend, President AFA	William Lucy, Sec-Treasurer AFSCME	Harold Schaitberger, President IAFF	Hon. Speaker Jim Wright, Honorary Member of LAB

Union-Industries Show 2003

The *AFL-CIO Union-Industries Show* highlights the skills and services of union workers throughout American industries. This show combines the public an "open-house" environment with a "behind-the-scenes" peak into organized labor. It also demonstrates the many ways labor and management work together for their mutual benefit. "Progression through cooperation" is the idea behind this interactive show.

The *Union-Industries Show* showcases hundreds of exhibits and live demonstrations displaying features of the latest technology and union craftsmanship. Exhibitors include the AFL-CIO national and international unions, corporations whose products and services are produced by union workers, government agencies and community service organizations. Skilled union workers man each exhibit offering a learning experience for all visitors.

American Income was included in the 2003 show held May 2-5, 2003 at the Lawrence Convention Center in Pittsburgh, Pennsylvania. More than 200,000 visitors entered this 236,900 square-foot venue to look at the latest union-made innovations.



Left to right: Lesley Gibson, NEA/COPR Rep., Joe Stroud, AIL Vice President of Credit Union Development and Denise Bower, AIL Vice President and National Director of Public Relations are their presence known at the *AFL-CIO 2003 Union-Industries Show* in Pittsburgh.

Buy Union

The UL&SFD database is currently updating its online catalog of union-made "do-buy lists."

This update will provide union-conscious consumers a place to look for friendly vendors.

This update has been made possible through "Project Union-Made," a collaboration between ULSTD and the Labor Relations and Research Center at the University of Massachusetts in Amherst.

Information regarding this project will be distributed via mail and other non-union media. Links will be provided on both the American Income (ailife.com) and National Income (nilife.com) Web sites as soon as the lists are made available.



Debbie Enstedt
Winnipeg, MB



Brenda DiSomma
Edison, NJ



Rona Pileggi Spano
Woodridge, IL



Malka Arony
Phoenix, AZ



Laurie Onasch
Menomonee Falls, WI



Richard Case
North Royalton, OH



Shannon Walker
Portland, OR

August Production

PR Manager	Production	PR Manager
1. Debbie Enstedt	20,773	Rick Altig
2. George Farenthold	6,039	Durhon Oldham
3. Malka Arony	4,509	Steve Hartman

R Card Production

Month: 18,960 cards Anthony Gentile

Category A	Production	PR Manager
1. Brenda DiSomma	5,658	Eric Giglione
2. Rona Pileggi Spano	5,476	Scott Smith
3. Joseph Galusha	3,240	Durhon Oldham
4. Shannon Walker	3,225	Rick Altig
5. George Farenthold	3,120	Durhon Oldham

Category B	Production	PR Manager
1. Malka Arony	3,329	Steve Hartman
2. Laurie Onasch	3,188	Manone & Altig
3. Anne Bowyer	2,705	Akers & Altig
4. Irene Rurycz	2,113	James Surace
5. William Verbeten	1,988	Joseph Manone

Month: 125 groups

Category C	Groups	PR Manager
1. Richard Case	12	James Surace
2. Shannon Walker	9	Rick Altig
2. Jenny Williams	9	Rick Altig
3. Malka Arony	8	Steve Hartman
3. Susan Fuldauer	8	Mark Hancock

YTD Production

PR Manager	Production	PR Manager
*1. Debbie Enstedt	170,461	Rick Altig
*2. George Farenthold	96,463	Durhon Oldham
3. Richard Meshulam	33,140	David Cohen

YTD R Card Production

YTD: 61,879 cards Denise Bowyer

Category A	No. Cards	PR Manager
*1. Rona Pileggi Spano	32,363	Scott Smith
*2. Brenda DiSomma	25,924	Eric Giglione
*3. Richard Meshulam	19,994	David Cohen
4. Joseph Galusha	18,940	Durhon Oldham
5. A. Wall	18,736	Joshua Chaom

Category B	No. Cards	PR Manager
*1. Laurie Onasch	18,404	Manone & Altig
*2. Malka Arony	15,695	Steve Hartman
*3. John Wilkinson	14,214	Geneser-Elman
4. Irene Rurycz	11,998	James Surace
5. Brenda Swecker	11,314	Chris LaFond

YTD: 514 groups Darrell Dorey

Category C	Groups	PR Manager
*1. Kenneth Altizer	60	Marc Morton
*2. Richard Case	59	James Surace
*3. Jenny Williams	57	Rick Altig
4. Becky Cutler	56	Bill Jennings
5. Donald Spohn	54	Marc Morton

Category A = SGA categories one and two. Category B = SGA categories three, four, five and six. Category C = Top number of group credits signed from all SGA categories. Public Relations Manager selection guidelines for recognition in the Spotlight are as follows. Must have two PR Representatives coded and meet all production requirements.

DISCOVER PARADISE

ATLANTIS



PARADISE ISLAND, THE BAHAMAS

JULY 8-11, 2004

Qualifiers

Rona Pileggi Spens	\$2,840.58
Joseph Galusha	\$2,495.32
Lao VanDenBussche	\$2,148.12
Laerie Onasch	\$1,978.13
Robin Andrade	\$1,542.60
Brenda DiSomma	\$1,377.97
Susan Fuldauer	\$1,255.00
Paminder Sihota	\$1,195.68
David Maisell	\$961.45
George Farelhold	\$956.44
Shannon Walker	\$884.38
Anne Bowyer	\$781.00
Becky Collier	\$711.41
Maris Soljan	\$695.28
John Wilkinson	\$692.60
Maika Arroy	\$686.16
Robin Denton	\$674.40
Irene Rurycz	\$651.54
Richard Case	\$630.60
Jacqueline deVaughn	\$549.77
Frances Christie	\$523.93
Cheryl Cook	\$461.01
Jenny Williams	\$460.24
Erica Daloger	\$462.41
Jaime Midha	\$428.06
Mark Gagliardi	\$374.06
Brenda Swecker	\$372.60
Vivian Dwyer	\$353.00
Robert Dalley	\$266.46
William Verbeten	\$262.49
Keri-Ann Tambarella	\$262.08
Al Wall	\$240.89
John Molina	\$229.23
Susan Kelleher	\$206.46
Susan Richards	\$194.18
Jana Khichayan	\$190.36
Gabriella Klett	\$188.87
James Tasker	\$186.12

\$29,360.87

LEADERSHIP BONUS

August Bonus Qualifiers

Jim Bianelli	Ken Bozse	Dorcas Oldham	Brian Fotevich	Jason Richardson
\$10,495.80	\$2,586.09	\$1,317.54	\$718.46	\$300.14
Lawrence Haack	Jason Mello	Michael Thomas	Ronald Browning	Eric Hoen
\$10,137.46	\$2,562.94	\$1,222.41	\$677.49	\$297.06
Steven Greer	John Bates	Tracy McKeon	James Monroe	Stephen Flecker
\$8,299.93	\$2,482.36	\$1,169.01	\$669.30	\$297.03
Brian Doherty	Theodore Pappas	Katie Samuels	Michael Hardy	Lisa Donoghue
\$7,124.37	\$2,417.65	\$1,112.97	\$641.82	\$287.45
Steve Jakubczak	Vedran Pipinic	Greg Partee	Dustin Venekamp	Yaacov Rosenhow
\$5,863.87	\$2,386.12	\$1,101.29	\$638.56	\$285.71
David Hye	Jason Seldmann	Stefan Reynolds	Jason Anderson	Lori Boyden
\$5,531.18	\$2,108.81	\$973.33	\$498.71	\$280.82
Boyer Ferguson	William Heath	Steve Foti	Michel Gibbs	Jon-Paul Dow
\$5,331.53	\$2,099.63	\$955.87	\$477.20	\$277.81
Bill Cook	Roger Geemug	Michelle Mitchell	Gregory Siard	Howard Wilson
\$4,715.72	\$1,964.73	\$926.10	\$455.08	\$276.95
Paul Rumberg	Joseph Callahan	Alfred O'Connor	Glenn Bosta	Maurice Davies
\$4,168.12	\$1,938.71	\$916.79	\$443.31	\$276.84
Melanie Cates	Gregory Kover	Brandon Ho	Simon Forbes	Joseph Cassis
\$4,092.69	\$1,915.68	\$912.49	\$378.06	\$274.07
Bill Hoyer	Marc Rosen	Michael Bronberg	Jerald Muhammad	David Samalin
\$3,998.44	\$1,887.10	\$894.30	\$367.09	\$270.50
Christopher Aideri	Jonathan Selsk	Elmhage Hayden	Anthony Wallhear	Victor Quinson
\$3,436.74	\$1,865.42	\$855.58	\$357.72	\$196.64
Eric Galvan	David Mah	Mary Ann Gaelic	Michael Rondeau	Nat Heron
\$3,017.17	\$1,847.90	\$831.03	\$351.68	\$100.31
Matthew Goodwin	Adam Kiss	Michael Kolasa	Brian Reidy	
\$2,827.98	\$1,799.40	\$826.74	\$325.76	
Patrick Strongman	Francisco Perez	Tim Simpson	Matthew Wolfanger	
\$2,781.88	\$1,746.25	\$822.18	\$320.76	
Nick Gusev	Rosly Jewell	Keith Zabrocki	Scott Georger	
\$2,619.27	\$1,622.56	\$765.98	\$315.76	

Total \$144,335.20

RETENTION BONUS

QUALIFIER

AGENCY

Mary Ann Gailic	Steve Friedlander
David Wang	Scott Smith
Timothy Cruise	Scott Smith
Matthew Hollander	Durham Oldham
James Danilo	Marc Zippor
Marlon Underwood	Scott Smith
Arnold Iaconello	Tom Williams
Wanda Duraisami	Nick Allig
Robert Ulrich	Jacobi-Fox
Eurt Snow	Jacobi-Fox
Conceal Davis	Scott Smith
Scott Remmey	Eric Gigliore
Michael Perkins	Jacobi-Fox
Daniel Probedno	Scott Smith
Yvonne Hernandez	David Cohen
Jimzhou Zhao	Nick Allig
Paula Cooper	Nick Allig
Bary Beardoff	Eric Gigliore
Gaurang Pandya	Joshua Chalons
David Thomson	David Cohen
Benjamin Mancillas	Joseph Hanson
Kandy Linn	Geneser-Geneser
Rudi Camenzind	David Cohen
David Ballard	Jacobi-Fox
Kobina Sekhy	Joseph Hanson
Douglas Zigby	Joshua Chalons
Kavario Simmons	Geneser-Geneser
Anthony Helt	Durham Oldham
Michael Nowak	Durham Oldham
Kirsty Jewell	Nick Nickowski
John McGrath	Nick Allig
Jean-Marc Louis	Eric Gigliore
Andrew Fike	Williams-Williams
Matthew Ho	Nick Allig
Abdulrazzaq Ahmed	Scott Smith
Mark Blier	Gary Blier
Terry Sullivan	Geneser-Geneser
Herivelto Pereira	Jacobi-Fox
Lawrence Tennessee	Scott Smith
Michael Saracino	Durham Oldham
Arthur Carter	David Cohen
Oennis Muth	Nick Allig
Douglas Bauknecht	Nick Allig
Ronald Marx	David Cohen
Nike Cameron	Steve Friedlander
Daniel DeGagne	Nick Allig
Fredri Salgado	Joshua Chalons
Moderne Buckmann	Eric Gigliore
Jennifer Baron	Tom Williams
Tim Jay-Wilks	Nick Allig
Gerardo Leon	Vlad Bator
Raf Herman	Durham Oldham
Mohammed Gani	Nick Allig
Harpreet Gajral	Nick Allig
Robert Dunn	Marc Morion
Tara Gerhards	Nick Allig
Kobir Samuels	Scott Smith
Hurtz Kopp	Nick Nickowski
Robert Olson	Scott Smith
Lance Brown	David Cohen
Joselin Hane	Gigliore-Brister
Russell Harris	Marc Zippor
Tony Sutton	Geneser-Geneser
Dennis Pochron	James Sarac
Proer Adias	Gleb Orlovsky
Dale Cheney	Allig-Murty
Wanda Hill	Nick Allig
Karl White	David Zophin
Alan Tallmazian	David Cohen

QUALIFIER

AGENCY

David Jackson	Tom Williams
Marine Moody	David Zophin
Heather Burt	Nick Allig
Wama Oulay	David Zophin
Sean Patton	Eric Gigliore
Donald Irynaalka	Joshua Chalons
Samuel Byrd	Eric Gigliore
Ala Blum	Jacobi-Fox
Francine Ponce	Marc Zippor
Susanne Platon	Durham Oldham
Steven Engrar	Joseph Hanson
Stephen Liberto	Eric Gigliore
Travis Vandenberghe	Nick Allig
Ray Jels	Eric Neal
Nathan Schwartzberg	Scott Smith
Reby McDonald	Nick Allig
Andrew Kiger	Durham Oldham
Rana Spohn	Allig-Orlovic
Jean-Benoit Desjardines	Tom Williams
Jeffrey Moser	Wad Bator
Shore Handell	Scott Smith
Rigo Ross	Jacobi-Fox
Larry Makis	David Zophin
Chandee Suni	Nick Mansfield
Robert Weir	Durham Oldham
Ina Lee	David Cohen
ReBy Hirschitz	Nick Allig
Jeff Spanses	Gary Blier
Anita Rich	David Cohen
Matt Smysak	Marc Zippor
Sandra Leah	Gigliore-Brister
Shivani Patel	Geneser-Geneser
Eric Toubene	Durham Oldham
Angelika Yasidova	Nick Allig
Jason Caples	Durham Oldham
Akshai Hoffman	David Cohen
Tiffany Headless	Nick Allig
Amanda Hinz	Marc Zippor
Clotilde Rodriguez	Jacobi-Fox
Robert Irestat	Jacobi-Fox
Wissa Thione	Steve Harman
Max Quasem	Geneser-Geneser
Ronald Friedlander	Eric Gigliore
Rahil Salem	Nick Allig
James Logan	Robert Hughes
Diane Caballero	Robert Smith
Max Quasem	David Cohen
Al-Ramim Walj	Nick Allig
Rashid Tahal	Geneser-Geneser
Buck Leymes	Nick Allig
William Sanders	Nick Allig
Richard Kerschenthal	Marc Zippor
Joseph Coursey	Joseph Hanson
Robert Cosgrove	Marc Zippor
Heather Madonia	Gigliore-Brister
Leandrew Alexander	Bill Jennings
David Mphonso	Nick Nickowski
Leffie Taylor	Geneser-Geneser
Diane Curran	Eric Gigliore
Sarah Lundgren	Geneser-Geneser
Frank Sommers	Durham Oldham
Tobias Jenkins	Jane Wittenbach
Marcus Kavitsa	Gigliore-Brister
Matthew Gilstrap	Geneser-Geneser
Joy Unwady	Nick Allig
Christopher Fane	Durham Oldham
John Wells	Vlad Bator
Byron Gillespie	Eric Gigliore
Brian Schreiner	Nick Nickowski

QUALIFIER

AGENCY

Denry Goncharuk	Vlad Bator
Pat Meza	Tom Williams
Harold Carter	Nick Allig
Larrell Jennings	Geneser-Geneser
John Franklin	David Cohen
Richard Wye	Nick Mansfield
Wes Elder	Steve Friedlander
Rhonda Shaffer	Durham Oldham
David Ackerman	Eric Gigliore
Stephen Ertucker	Eric Gigliore
Jason Schlossman	Eric Gigliore
George Sargentini	Tom Williams
Tim Holme	Nick Allig
Steve Rodriguez	Eric Neal
Christopher Kaumussen	Nick Allig
Russell Lewis	Durham Oldham
Christopher Benjamin	Gigliore-Brister
Sethan Johannsson	Nick Allig
Reddy Tamathika	David Cohen
Mark Pritz	Durham Oldham
Gregory Svard	Durham Oldham
John Clark	Durham Oldham
Michael White	Bill Jennings
Hannah Holmes	Bill Jennings
James Ranley	Steve Friedlander
Kunal Browning	Tom Williams
Patrick Marzelle	Ramin Kouladji
Christopher Granotti	Steve Friedlander
Lisa Doughler	Steve Friedlander
Lain Hinds	David Cohen
Eddie Hill	Mark Hancock
Dan Rawn	Nick Allig
Thomas Tulowitzka	Durham Oldham
Joseph Williams	David Zophin
Rebecca Wallite	Jacobi-Fox
Suran Reynolds	Steve Friedlander
David Jennings	Durham Oldham
Daniel Kowdjan	Vlad Bator
William Burtsask	Durham Oldham
Jose Sanchez	Scott Smith
Anthony Ford	Nick Allig
Scott Zell	Wad Hancock
Joseph Moore	Marc Zippor
Daniel Steiner	Scott Smith
Samir Dairi	Eric Gigliore
Ryan Mansurto	Eric Neal
Eric Bailly	Nick Allig
Dimitri Gault	Nick Allig
Fredrick Voss	Durham Oldham
Reg Glaser	Shashi Parekh
Drew Pison	Nick Allig
Edie Hunter	Eric Gigliore
Peter Hovelino	Nick Allig
Thomas Moore	Allig-Orlovic
Abdelhak Bajreddine	Nick Allig
Emerson Condes	David Cohen
Emily Kerr	Joseph Hanson
Steven Sink	Scott Smith
Larry Lucano	Jacobi-Fox
Scott Slack	Durham Oldham
Kevin James	Ramin Kouladji
Guy Grandjean	Nick Allig
William Heath	Mark Hancock
Thomas Young	Bill Jennings
Henry Penner	Marc Zippor
David Zark	Kevin Pawlowski
Brian Fotornich	Geneser-Geneser
Michael Hardy	Vlad Bator
Zachary Hart	Gary Blier

RETENTION BONUS

QUALIFIER	AGENCY		QUALIFIER	AGENCY		QUALIFIER	AGENCY	
Patrick Fowler	Nick Allig	\$916.97	Sarah Kocinski	Geneser-Geneser	\$483.61	Khoada Aya	Sewer Friedlander	\$600.51
Ryan Sinkfield	Nick Allig	\$915.57	Joseph Haziac	Nick Mansfield	\$481.04	Joseph Saegon	David Cohen	\$600.37
Nancy Parker	Giglione-Brister	\$914.37	Pierre Bourbonnais	Nick Allig	\$480.08	Dennis Haase	Williams-Williams	\$600.21
Melic Fadel	Nick Allig	\$913.26	Dench Davison	Eric Gigliore	\$480.40	Brian Majoribanks	Nick Allig	\$599.31
Pinneas Breeze	Bill Jennings	\$909.96	Matthew Evers	Nick Allig	\$480.31	Jolanta Ladusane	Vlad Basov	\$599.19
John Hooper	Williams-Williams	\$901.08	Napoleon O'Leary	Joshua Chabon	\$479.68	Barbara Southard	Al Shabrah	\$598.17
Frank Shilly	Eric Gigliore	\$896.17	Michael Imelric	Joshua Chabon	\$479.14	Robert Duncan	Durham Oldham	\$596.76
Michael Ekibella	Eric Gigliore	\$894.00	Spencer McInninn	Nick Allig	\$478.68	Damien Jones	Al Shabrah	\$595.74
Demunick Leone	Eric Gigliore	\$892.61	Alan Crystal	Scott Smith	\$475.07	Leslie Gross	Eric Gigliore	\$595.08
Nartin Waynick	Geneser-Geneser	\$891.78	John Forrest	Vlad Basov	\$472.60	Victoria Hainsworth	Bill Jennings	\$593.55
Kendra Roberts	Eric Gigliore	\$889.26	Lee Thigpen	Nick Allig	\$471.82	John Maloney	Scott Smith	\$592.39
Adam Cruts	Geneser-Geneser	\$886.35	Jessica Ohm	Ronald Cohen	\$469.69	Roger Bejirine	Giglione-Brister	\$591.15
Michael Johnson	Nick Allig	\$881.83	Renaeeth Medina	Jatoh-Fee	\$469.33	Scott MacHullen	Durham Oldham	\$590.73
Samsan Adilulolusi	Eric Gigliore	\$880.95	Mark Durkin	David Zophin	\$465.91	Kristen Huffman	Sewer Hartman	\$589.68
John Moran	Gleb Ostrovsky	\$880.74	Leo Schorabahn	Scott Smith	\$465.73	Ryan Mahoney	Mark Hancock	\$588.39
Rodolfo Sola	Eric Neal	\$878.31	Rapoleon Astall	Williams-Williams	\$464.89	Desislava Dimitrova	John Abers	\$587.79
Andre Abramowitz	Nick Allig	\$877.56	Cristina Simon	Giglione-Brister	\$463.78	Nasef Alswelty	Tom Williams	\$586.50
David Raymond	Nick Nikowski	\$877.02	Ryan Cassidy	Giglione-Brister	\$460.30	John Thomas	Chris La Fond	\$585.18
Tracy Ilynh	David Cohen	\$876.75	Ben Mahabir	Joshua Chabon	\$455.80	Ch Lueler	Geneser-Geneser	\$584.07
Michael Hudson	Durham Oldham	\$875.30	Richard Correa	Bill Jennings	\$453.55	Sidney Arabi	Robert Smith	\$583.56
Michael Goddard	Nick Allig	\$872.49	Raymond O'Neil	Eric Gigliore	\$452.46	Robbers Adriaansen	Sewer Friedlander	\$583.44
Meg Christopher	Williams-Williams	\$871.54	Steve Stockwell	Steve Hartman	\$452.07	David Pappaya	Bill Jennings	\$582.66
Abraham Fumhoff	Nick Allig	\$870.69	Stephen Perotti	Jatoh-Fee	\$451.27	Joseph Kepig	Geneser-Geneser	\$580.50
Craig Nigara	Nick Allig	\$869.71	Angus Turner	Nick Allig	\$449.92	Gregory Drake	Geneser-Bieman	\$578.76
Cal Thurlby	Scott Smith	\$868.65	Rachel Arenas	Nick Allig	\$448.54	Shane LaFlower	Guy Rouelle	\$578.58
Jeremy Filoux	Geneser-Bieman	\$868.29	Laric Ann MacBarth	Nick Allig	\$447.49	Randy Lerner	Eric Gigliore	\$578.37
James Stallings	Vlad Basov	\$868.64	Abdison Leoni	Williams-Williams	\$445.33	Eric Guinn	Al Shabrah	\$577.61
Gary Church	Jatoh-Fee	\$861.43	Josue Becales	Eric Gigliore	\$440.29	Darren Howard	Matt Blumert	\$481.71
Ouslin Miller	Nick Allig	\$854.25	Rachelle Koenig	Eric Gigliore	\$440.26	Allen Green	Eric Gigliore	\$477.64
Lawrence Turk	Eric Gigliore	\$854.17	Lee Craft	Nick Allig	\$437.11	Shane Pierre	Eric Gigliore	\$366.30
Orborah Fiorica	Jatoh-Fee	\$855.63	Peter Tankah	Nick Allig	\$438.30	Lawrence Gionga	Mark Horton	\$366.03
Andrea Johnson	Nick Allig	\$854.85	Charles Fennie	Durham Oldham	\$435.87	Bernie Holmes	Scott Smith	\$366.00
Howard Wilson	Sewer Friedlander	\$852.70	Louis Bennett	Tom Williams	\$432.55	Amanda Moore	Mark Zipper	\$365.19
Alexia Ferreira	Guy Rouelle	\$848.52	Don DeFino	Sewer Friedlander	\$432.40	David Masse	Nick Allig	\$365.16
Angela Schimabalt	Mark Hancock	\$844.99	Cory Lee	Robert Smith	\$431.62	Kensid Maxon	Joseph Hannon	\$363.84
Williams Guilford	David Zophin	\$846.54	Christopher Clark	Nick Allig	\$429.34	Dyan Gonzalez	David Zophin	\$362.46
Ronald Cook	Geneser-Geneser	\$845.46	Daniel Huggier	Eric Gigliore	\$428.56	Christopher Tamaishi	Chris La Fond	\$362.43
Michael Jeske	Geneser-Bieman	\$844.83	Stephen Barber	Robert Hughes	\$427.42	Horace Johnson	Tom Williams	\$362.37
Alfred Brenner	Jatoh-Fee	\$844.54	David Bell	Geneser-Geneser	\$427.73	Freydoun Shahabigharib	David Cohen	\$361.44
Leroy Hambrick	Tom Williams	\$842.91	Emi Sarvan	Sewer Friedlander	\$422.86	David Yang	Nick Allig	\$361.26
David Thompson	Geneser-Bieman	\$841.89	Brian Quinn	Geneser-Geneser	\$422.11	Jeremy Lemke	Nick Allig	\$360.24
Louis Null	Eric Gigliore	\$839.31	Remy Murray	Nick Allig	\$422.08	Gilbert Franklin	Tom Williams	\$360.21
Joseph Larsen	Nick Allig	\$838.15	Ricky Asuncion	Nick Allig	\$421.84	Doog Blyk	Nick Allig	\$359.55
Michael Beck	Geneser-Geneser	\$838.00	Roberta Layton	Nick Allig	\$420.88	Thomas Motanya	Williams-Williams	\$356.21
Amber Cummings	Nick Allig	\$834.18	Edward Jones	Geneser-Bieman	\$420.55	Susan Chessman	Ramin Kouladi	\$357.45
Wayne Takata	Nick Allig	\$834.39	Ingrid Reed	Nick Mikowski	\$418.64	Jay Lupelkis	Sewer Hartman	\$357.04
Scott Georger	Durham Oldham	\$834.12	Darrel Carwell	Rob Jones	\$418.42	Rick Bellott	Steve Swace	\$355.68
Thomas Connolly	Durham Oldham	\$833.97	Jerry Oumerson	Nick Allig	\$417.82	Lea Somo	Giglione-Brister	\$354.51
Mike DeLazio	Ally-Orlovic	\$833.49	Ramon Quinones	James Fagan	\$417.76	Steven Sequeira	Sewer Friedlander	\$354.33
Kenney Hurki	Nick Allig	\$833.40	Richard Zavis	Durham Oldham	\$414.37	Geoffrey Mills	Durham Oldham	\$353.97
Michael Rome	Joseph Marone	\$832.54	Tiffany Reuser	Nick Allig	\$413.29	Joshua Duffey	Geneser-Geneser	\$353.80
Harold Buck	Nick Nikowski	\$832.05	James Whittington	Rain Pavlewski	\$412.99	Chad Hamilton	Vlad Basov	\$353.79
Ronald Gurney	Durham Oldham	\$829.77	Robert Ward	Geneser-Bieman	\$411.79	Ronald Rastner	Durham Oldham	\$353.31
Juan Tablita	Scott Smith	\$829.23	Russell Graham	Giglione-Brister	\$411.19	Thomas O'Hever	Nick Allig	\$352.83
Kevin Leonard	Scott Smith	\$816.17	David Wilson	Steve Friedlander	\$609.30	Kirk Clarke	Nick Allig	\$352.50
Kenton Blandford	Ally-Martyr	\$815.91	Rebecca Overmoele	David Zophin	\$609.03	Scott Gialantone	Marc Horton	\$349.89
William Thompson	Vic Hancock	\$814.88	Mark White	Steve Friedlander	\$609.01	Dennis Verre	Geneser-Geneser	\$349.05
James Ohio	Durham Oldham	\$725.52	Tera Sims	Scott Smith	\$607.74	John Golar	Scott Smith	\$347.19
Bradley Kufak	Durham Oldham	\$719.20	Michael Redwood	Giglione-Brister	\$607.53	Douglas Coone	Scott Smith	\$346.53
Michel Gibbs	Eric Gigliore	\$699.96	Chris Bryerton	Ally-Martyr	\$607.23	Adria Sheinman	Matt Blumert	\$345.78
Christa Hopson	Vlad Basov	\$699.63	Terry O'Leary	Joshua Chabon	\$607.11	John Elmisky	Chris La Fond	\$345.54
Ronald Cashey	Bill Jennings	\$696.99	Jose Zambravich	Matt Blumert	\$606.27	Jacob Cox	Vlad Basov	\$345.36
Bridget Bullock	Durham Oldham	\$694.68	Brian Snodgrass	Giglione-Brister	\$604.95	Larry Simons	Shashi Parekh	\$341.85
Richard Miller	Tom Williams	\$692.37	Apa Apa	Steve Friedlander	\$604.89	Jude Maestro	Nick Nikowski	\$341.55
Joe Blackman	Vlad Basov	\$691.24	Alan Beaman	Joshua Chabon	\$604.81	Marjorie Long	Chris La Fond	\$341.37
James Tobias	Durham Oldham	\$687.27	Patrick Sewland	David Zophin	\$604.50	Randy Sarjo	Nick Allig	\$341.28
Dana Hazlett	Joseph Pizzone	\$682.58	Drew Boquet	Nick Mikowski	\$602.94			
Samer Akouri	Nick Allig	\$684.07	Jason Brito	Nick Allig	\$602.91			
Steven Strong	Williams-Zipper	\$684.72	Louis Costa	Eric Gigliore	\$601.95			

Total Bonus Paid Out
\$441,763.20